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CAUT ACPPU BULLETIN

Canada's Voice for Academics
La voix des universitaires
du Canada

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Arbitrator Dismisses Google Grievance

An arbitrator has found that Lakehead University did not violate a collective bargaining agreement when it replaced its campus e-mail network with Google's e-mail service.

Lakehead University Faculty Association contested the switch to Google's e-mail in 2007, alleging violations of collective agreement rights to privacy and academic freedom.

In his decision, arbitrator Joseph Carrier acknowledged the university exposed its academic staff to greater danger because "... the likelihood of such incursions by U.S. authority into a private e-mail system [Lakehead's own former system] was marginal compared to what might occur in the presence of the Google system."

He also commented favourably on the opinion of Stephen Schulhofer, the faculty association's expert witness and the Robert B. McKay Professor of Law at New York University.

"I am satisfied Professor Schulhofer's opinion was valid and more than adequate to confirm that e-mail originating within Canada and coming within the jurisdiction of U.S. authorities would be open to surveillance by agencies of that country and, but for safeguards here, would expose the author to potential consequences of the U.S. antiterrorism legislation," Carrier's decision states.

Yet, the collective agreement language does not prevent the employer from endangering the privacy of LUFA members because the agreement does not specify the obligation to ensure "absolute privacy to faculty members," Carrier argues.

"LUFA's collective agreement language does not ask the employer to do the impossible of providing absolute privacy," said CAUT executive director James Turk. "But it does oblig-



Lakehead University has switched to Google for its e-mail, amid warnings about the way Internet companies use personal data.

ate the employer to protect the right to privacy of members of staff in 'personal and professional communications and files.'

"A reasonable interpretation of those words would suggest the employer cannot voluntarily choose to put LUFA members' privacy at risk by moving to an e-mail service that subjects e-mail traffic to the antiterrorism laws of the United States."

Carrier, however, disagrees, seeing the problem as a "weakness" of e-mail rather than as greater risk created by the university's choice of U.S. provider — Google.

Turk said in light of Carrier's decision, CAUT intends to provide advice to all associations across Canada about the need to review the protection of privacy language in their collective agreements. ■

Affaire Google : l'arbitre donne raison à l'université

Un arbitre a conclu que l'Université Lakehead n'avait pas violé les dispositions de la convention collective lorsqu'elle avait signé avec Google un contrat d'impression des services de messagerie électronique de l'établissement.

L'association du personnel académique de l'Université Lakehead (LUFA) avait contesté cette démarche en 2007 en faisant valoir qu'elle portait atteinte aux droits à la vie privée et à la liberté académique prévus dans la convention collective.

Dans sa décision, l'arbitre Joseph Carrier a reconnu que l'université exposait le personnel ac-

démique à un plus grand danger parce que « la probabilité d'une telle immixtion des autorités américaines dans un système de courriel privé [l'ancien système de Lakehead] est infime par comparaison à ce qui pourrait se produire avec la mise en place du système de Google ».

Il a également bien accueilli l'opinion fournie par le témoin expert de la LUFA, Stephen Schulhofer, professeur de droit titulaire du prix Robert B. McKay à l'Université de New York.

« J'estime que l'opinion du professeur Schulhofer est valide et plus que suffisante pour confirmer que les courriels envoyés du Canada et

tombant sous le contrôle des autorités américaines seraient susceptibles d'être examinés par les organismes de surveillance des États-Unis et, si ce n'était les mesures de sauvegarde en l'occurrence, pourraient exposer les auteurs des courriels aux conséquences de la législation antiterroriste américaine », affirme l'arbitre Carrier dans sa décision.

Or, la convention collective n'empêche pas l'employeur de compromettre la vie privée des membres de la LUFA parce qu'elle ne prévoit

Voir AFFAIRE GOOGLE à la page A7 ➔

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COMMENT OPINIONS

COMMENTARY

Business Model Squeezes the Serendipity Out of Research

By STEVE FERZACCA

THE problem as I see it is that as scientists we have accepted wholeheartedly a functionalist paradigm for conceptualizing, explaining and validating the research enterprise. The norms associated with this perception of research circulate broadly beyond the research enterprise and inform much of what we do as worthy in terms of work — productive work. This aesthetic disposition surrounding research is becoming more narrowly defined and applied.

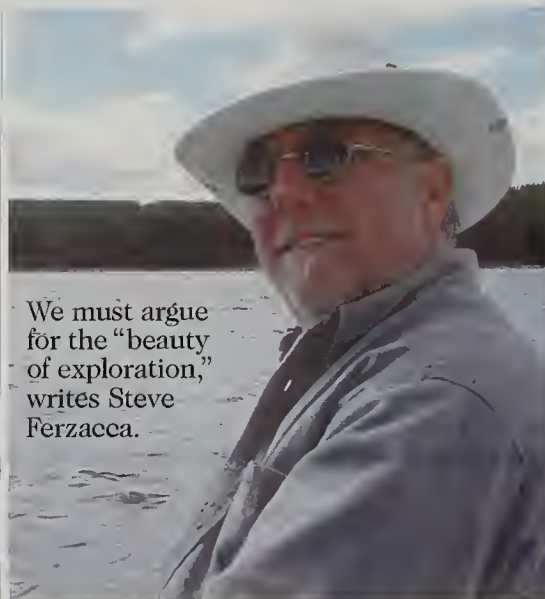
In this time of economic crisis and shortfalls, our research, if it is to be supported and recognized as worthy, must function. It must satisfy needs in productive, integrative ways so all Canadians and our social system are not merely sustained but improved in ways promised by the equally contingent cultural category of progress.

These are the fundamental features of an aesthetic disposition of work that surrounds our research, demarcating our work as worthy in socially-accepted ways that represent our mood in these anxious times. The current formulation is the recent trend to expect research that is managed and productive using business as metaphor, but more important, as a real organizing principle and realpolitik.

Responses from members of our research community are many, and generally the response can be characterized as outrage directed toward this current research-as-business trope. In my estimation we are at this point in the research enterprise precisely because we have been complicit in accepting this paradigm. We have sold out, or as Frank Zappa would have said, "we are only in it for the money." While my thoughts here can certainly be criticized for gross overstatements and vulgar generalizations, I would argue we have no one to blame but ourselves.

The social fact of aesthetic dispositions is that they are subject to numerous understandings of the associated qualifications that support competence claims. So if research is to be productive work and its worthiness is established by whether or not the results of the work function to satisfy needs, these narrow constraints can be, and have been seen otherwise. George Monbiot commented in the Guardian on this "otherwise" of the research enterprise, highlighting what we already know about conducting research and the results of this endeavor that in our current emphasis on the function of research is increasingly left behind. In these times, we must revitalize, not only for the sake of government, or even society, but for ourselves as researchers the "beauty of exploration" of which Monbiot speaks.

Since work, product and function reign supreme, one element more crucial perhaps than any other for any re-



We must argue for the "beauty of exploration," writes Steve Ferzacca.

search enterprise is serendipity. This fact of conducting research — the effect by which one accidentally discovers something fortunate, while looking for something else entirely — is antithetical to the functionalist paradigm as a cultural logic of conducting research and as a measure of worthiness. Yet it shares interpretive ground in perceptions of research and research competence as things of life that imbue the beauty of exploration as something recognizable, something we can understand.

Renowned sociologist of science Robert K. Merton (1949) noted this "serendipity pattern," as did Thomas Kuhn (1962) in which he identified the significance of "anomalous results" in the emergence of "revolutionary science."

Evidence that this aesthetic disposition of the scientific endeavor has been left behind, even scoffed at, are the newspaper and other media items that appear at the time of the annual Congress of the Humanities and Social Sciences. All the goofy science is parodied in order to illustrate the dysfunctional elements in academia and research. While an indirect measure of the presence of the centrality of function and work in perceptions of research, these light-hearted jabs at some science touch on a deeply-embedded suspicion of science and research as real work or labor — again a cultural category (work) firmly implanted in the functionalist paradigm.

Our response to this scrutinizing and surveillance is often defensive — continually trying to prove that we and our research are as pragmatic and practical

as garbage disposal. Glossy public relations campaigns advertise our labs and universities as productive efficiency in research manufacturing. Research is actualized as training whose purpose is to produce products for society to use. The inefficiency and seemingly unproductive research laughed at in the mass media herald the potential for impatient, profitless work, if one could call it that.

Beauty, in this agreed upon configuration, is expressed as efficiency, profit, predictability, planning, management, usefulness and function. So where is the beauty Monbiot speaks of in all of this?

It might be useful to remind the public that in the 18th century Luigi Galvani was experimenting with dead frogs' legs when the copper hooks he used to hang the legs from an iron railing caused those spindly legs to jerk. Eureka, he had inadvertently discovered the closed electrical circuit, and the electricity of nerve impulses.

The famous 19th century French scientist Louis Pasteur inoculated chickens with cholera bacteria. The poultry were expected to die, but the mistake of using an old culture of the bacteria did not kill the chicks but instead merely sickened them before they recovered. He repeated the experiment using a fresh culture and this time the chicks did not even digress into sickness, thus discovering by accident the principle of vaccination for disease prevention.

German physicist Wilhelm Roentgen, quite by accident, noticed that a screen

PRESIDENT'S COLUMN

Anti-Science Sentiment in Canadian Government



By PENNI STEWART

FOR the past six months CAUT has been at the forefront of a campaign to raise awareness of the many problematic aspects of the federal government's research agenda. Partly this is about money. In the recent federal budget, not only did Prime Minister Stephen Harper's government fail to provide new research dollars to the three granting councils, it actually reduced their funding. The National Research Council of Canada also suffered cuts and Genome Canada received no mention.

The lack of money for research threatens the health of the research community and increases the risk of losing academics to the United States, where budget numbers for research and development are increasing under the new administration. As it points out repeatedly, the Harper government has allocated new funding for research infrastructure. It loves new gear, as do its recipients – until they run out of funds needed to actually conduct research.

The result is to leave major research facilities and projects stranded, without the operational support to sustain their researchers. For ex-

ample, the Polar Continental Shelf Project has to cut its support to researchers working in isolated areas throughout the Canadian Arctic because of rising transportation costs, yet an \$11 million infrastructure grant will go towards doubling the capacity of the PCSP's facility in Resolute.

At our recent CAUT council meeting, professor Ryan McKay of the University of Alberta, and professor Richard Pelletier of the University of Toronto, described scrambling for operational grants in a system where funding changes from year to year and grants are regularly eliminated. This has resulted in underused facilities and the abandonment of promising research. Too often, the money provided to universities for "indirect costs" is not funneled to researchers, exacerbating the difficulties.

A second issue is research priorities. Professor Pelletier described how the government's redirection of money to targeted programs has stranded productive ongoing research in areas no longer deemed a priority. While there is a legitimate government role in determining national priorities, a more prudent government would involve the scientific community through peer review and as advisors. Of course, this is the government that eliminated the position of National Science Advisor in 2008.

The CAUT Council meeting also heard from Marjorie Griffin Cohen, a political scientist at Simon Fraser University, who spoke of the devastating impact of underfunding on social scientists and humanities scholars. Not only does the Social Sciences and Humanities Research Council receive far less funding per capita than the other federal granting agencies, the January budget directs new granting-council money to areas that exclude the majority of academics from disciplines in the social sciences. Humanities subjects lost out entirely.

In 2007 new funding was directed to management, business and finance research and in 2008 to research targeting the impact of environmental changes and economic development in northern communities.

While unwilling to sustain the researchers we have, the government has established some new prizes, such as the Canada Excellence Research Chairs. Twenty chairs will be funded under the program that gives \$10 million over seven years to each chairholder and their research team to develop research programs in environmental sciences and technologies, natural resources and energy, health and related life sciences and information and communication technologies.

The program is designed to bring some of the world's top researchers to Canada. There are no academics

from Canadian universities on the board that will select the winners and few on the panels established to review university proposals.

The Ottawa Citizen quoted Derek Burney, chairman of the selection board, saying he didn't expect the funding to flow to researchers already working in Canada.

This raises several questions: Is it a sensible use of tax dollars to pay for "international superstars" when many top Canadian researchers and a new generation of researchers in this country are being starved for funds? Why can't our government provide increased funding to the contemporary Canadian community of researchers? Is there any evidence that buying foreign superstars, rather than properly supporting young researchers and those already doing outstanding work is a better way to advance science in Canada?

And there is still another worrying aspect of the Conservative government's view of science, which is the suppression of scientific studies that could harm industry or limit development.

Last year Health Canada refused to release findings from a report on the risk of cancer associated with chrysotile asbestos. It saw the light of day only because of an Access to Information request. More recently, witness the release of an expert panel report on the woodland

caribou habitat, to which Environment Canada added an unsigned preface undermining the scientific findings. The more effective strategy is simply to prevent studies from taking place as seen in the government's recent decision to exempt the new stimulus infrastructure projects from environmental review.

It is ironic that the Harper government seems to be continuing the scientific policies of the Bush administration at the very point when the Americans have rejected that approach and are doubling federal spending for basic research.

A final word about another way in which our government is continuing the Bush agenda is its response to the deplorable situations of two Canadian citizens – Omar Khadr, the only citizen of a Western nation currently still detained at Guantanamo Bay, and Aboufian Abdelrazik, a Montrealer who remains in limbo at Canada's embassy in Sudan.

At our Council meeting, delegates passed a motion calling on the Conservative government to end this debacle and bring Abdelrazik back to Canada. The same should be done for Khadr. By its sheer heartlessness and doomed allegiance to the Bush legacy, the government brings shame on itself and embarrassment to our nation. ■

LE MOT DE LA PRÉSIDENTE

L'attitude hostile du gouvernement face à la science

Par PENNI STEWART

DEPUIS six mois, l'ACPPU mène en première ligne une campagne de sensibilisation aux nombreux aspects névralgiques du programme de recherche fédéral. Le problème vient en partie de l'insuffisance du financement. Dans son récent budget, le gouvernement de Stephen Harper non seulement n'a pas octroyé de nouveaux fonds de recherche aux trois conseils subventionnaires, mais il est allé jusqu'à réduire leur financement. Le Centre national de recherches du Canada a également subi des compressions budgétaires et Genome Canada n'a reçu aucune subvention pour cette année.

Le sous-financement de la recherche met en péril la santé de la communauté scientifique et accentue le risque de perdre des universitaires au profit des États-Unis, où le budget de recherche-développement est considérablement renforcé depuis la formation du nouveau gouvernement chez nos voisins du sud. De son côté, le gouvernement Har-

per, comme il ne cesse de le répéter, a affecté de nouveaux fonds à l'infrastructure de recherche. Il aime bien les nouveaux appareillages, tout comme ses bénéficiaires d'ailleurs – jusqu'à ce que ceux-ci ne disposent plus des fonds nécessaires pour poursuivre leurs recherches.

Il s'ensuit que d'importants projets et installations de recherche sont laissés en plan, privés du soutien opérationnel indispensable aux chercheurs en place. Dans le cas de l'Étude du plateau continental polaire (EPCP), par exemple, il a fallu supprimer l'aide aux chercheurs affectés dans les régions isolées de l'Arctique canadien en raison de la hausse des frais de transport, alors qu'une subvention d'infrastructure de 11 millions de dollars servira à doubler la capacité de l'installation de l'EPCP à Resolute.

Lors de la récente assemblée du conseil de l'ACPPU, les professeurs Ryan McKay de l'Université de l'Alberta et Richard Pelletier de l'Université de Toronto ont décrit la mêlée que suscite l'attribution des

subventions de fonctionnement dans un système où des changements sont opérés dans le financement d'une année à l'autre et où des programmes de subventions sont éliminés régulièrement. D'où la sous-utilisation des installations et l'abandon de projets de recherche porteurs. Dans trop de cas, les fonds destinés à financer les « coûts indirects » de la recherche universitaire ne sont pas affectés aux chercheurs, leurs difficultés s'en trouvant ainsi exacerbées.

Les priorités de recherche sont un autre point qui fait problème. Le professeur Pelletier a expliqué comment la décision du gouvernement de réorienter les fonds vers des programmes ciblés a eu pour conséquence de laisser en plan des projets productifs en cours dans des domaines qui ne sont plus considérés comme prioritaires. Il y a certes lieu de reconnaître le rôle légitime du gouvernement dans l'établissement des priorités nationales, mais ce gouvernement ferait preuve d'un plus grand discernement en solli-

citant l'apport de la communauté scientifique et en mettant en place un processus d'examen par les pairs. On parle ainsi, bien entendu, du gouvernement qui a éliminé le poste de conseiller national des sciences en 2008.

À cette même assemblée du conseil de l'ACPPU, la politologue Marjorie Griffin Cohen de l'Université Simon Fraser a parlé des effets dévastateurs du sous-financement de la recherche sur les sciences humaines. Le niveau de financement par habitant du Conseil de recherches en sciences humaines (CRSH) a diminué sensiblement par rapport à celui des autres conseils subventionnaires, et le budget de janvier affecte les nouveaux fonds prévus pour ces organismes à des domaines dont sont exclus la majorité des chercheurs universitaires qui oeuvrent dans les différentes disciplines des sciences humaines. Ils se retrouvent donc perdants sur toute la ligne.

En 2007, les nouvelles sommes accordées au CRSH avaient été

restreintes à la recherche dans les domaines de la gestion, des affaires et de la finance, et en 2008, à l'incidence des changements environnementaux et au développement économique des collectivités du Nord.

Bien qu'il ne soit pas disposé à soutenir nos chercheurs, le gouvernement a créé de nouveaux prix sous la forme de vingt chaires d'excellence en recherche dont les titulaires et leur équipe recevront chacun 10 millions de dollars sur sept ans afin de mettre sur pied des programmes dans les domaines des sciences et des technologies de l'environnement, des ressources naturelles et de l'énergie, des sciences de la santé et des sciences de la vie ainsi que des technologies de l'information et des communications.

Le programme des chaires d'excellence est conçu pour attirer au Canada des chercheurs de calibre mondial. Le comité de sélection des

Voir L'ATTITUDE à la page A4 ➔

APPOINTMENT NOTICE | DIRECTOR

Prentice Institute for Global Population and Economy



Dr. Susan McDaniel

The University of Lethbridge is pleased to announce the appointment of Dr. Susan McDaniel as Director of the Prentice Institute for Global Population and Economy

The Prentice Institute is a unique research institute housed at the University of Lethbridge and founded, thanks to a multi-million dollar donation from the late Dr. John Prentice and his family, to promote the research of big-picture issues relating to global population change and demographics.

Dr. McDaniel is an internationally recognized sociology researcher and demographics expert. A former Alberta resident, she was most recently a senior scholar at the Institute of Public and International Affairs and Professor of Family and Consumer Studies at the University of Utah. She is a Fellow of the Royal Society of Canada and the recipient of many research and teaching awards, including the University of Alberta's University Cup, for an outstanding record of excellence in both research and teaching.

Dr. McDaniel joins the U of L formally on July 1, 2009, as a Professor in the Department of Sociology in addition to her five-year appointment as Prentice Institute Director. As well as being heavily involved in research, graduate education and research leadership, Dr. McDaniel will also contribute to the undergraduate teaching program at the University of Lethbridge.



www.ulethbridge.ca

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the CAUT Bulletin nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières Nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son Bulletin et sur son site www.travailacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

NEWS ACTUALITÉS

La Cour suprême du Canada refuse d'entendre un appel dans l'affaire Stonechild

EN rejetant la demande d'autorisation d'appel présentée par l'association du personnel académique de l'Université de Regina (URFA), la Cour suprême du Canada a mis fin au long combat soutenu par le syndicat pour défendre la liberté académique du professeur Blair Stonechild.

L'affaire avait commencé au printemps 2005 lorsque M. Stonechild, professeur d'études autochtones à l'Université des Premières Nations du Canada, avait appris que son invitation à présenter un exposé à une conférence de l'Assemblée des Premières Nations organisée à l'université lui avait été retirée. L'URFA avait alors déposé un grief alléguant que Morley Watson, vice-chef de la Fédération des nations indiennes de la Saskatchewan et président du conseil d'administration de l'université, avait porté atteinte à la liberté académique du professeur Stonechild en appuyant l'annulation de son invitation.

Un arbitre avait rendu une décision en faveur du plaignant, et la demande de révision judiciaire de l'université avait été rejetée. Celle-ci en avait alors appelé à la Cour d'appel de la Saskatchewan, laquelle avait renversé la décision.

La décision rendue en appel est donc maintenue par suite du refus non motivé d'entendre l'affaire opposée par la Cour suprême.

« Cela signifie en clair que les actes de M. Watson sont réputés ne pas avoir violé les dispositions régissant la liberté académique dans la convention collective conclue entre l'association de personnel académique et l'université », a déclaré le directeur général de l'ACPPU, James Turk.

« Mais à l'instar de l'arbitre, nous continuons à croire que M. Watson a bel et bien, par sa conduite condamnable, enfreint la liberté académique du professeur Stonechild », a-t-il ajouté. « Puisque la cour en a décidé autrement, il est à espérer

que les dispositions prévues à cet effet dans la convention collective pourront être nettement renforcées au cours des prochaines négociations. »

Maintenant que le dossier est clos, il est important, selon M. Turk, que la direction et le conseil d'administration de l'université s'attachent à remédier aux déficiences de la structure de gouvernance — l'un des sérieux problèmes qui avaient amené l'ACPPU, l'an dernier, à imposer une sanction de blâme à l'université.

« Nous espérons que la dernière commission sur la gouvernance, qui a été créée par le conseil d'administration et qui était censée déposer son rapport le mois dernier, recommandera des solutions adéquates aux problèmes, conduisant à la levée de la sanction », a-t-il indiqué. ■

English on page A7.

L'attitude hostile du gouvernement face à la science

→ Suite de la PAGE A3

gagnants n'est composé d'aucun professeur d'une université canadienne, et les comités chargés d'examiner les mises en candidature ne comptent que quelques universitaires canadiens.

Selon le journal *Ottawa Citizen*, le président du comité de sélection, Derek Burney, a déclaré ne pas s'attendre à ce que le financement accordé soit versé à des chercheurs qui travaillent déjà au Canada.

Ce qui nous amène à soulever plusieurs questions : Le fait de payer des « personnalités scientifiques internationales » constitue-t-il une utilisation judicieuse de l'argent des contribuables, quand on sait qu'un grand nombre d'éminents chercheurs

canadiens et une nouvelle génération de chercheurs dans ce pays ont une grande difficulté à trouver du financement? Pourquoi notre gouvernement ne peut-il subvenir davantage aux besoins de la communauté canadienne actuelle de chercheurs? Certaines preuves tendent-elles à démontrer que le recours à des célébrités étrangères contribue davantage à l'avancement de la science au Canada que si l'on dotait des ressources adéquates nos jeunes chercheurs et ceux qui ont déjà entrepris des travaux remarquables?

Il y a un autre aspect troublant dans la position du gouvernement conservateur face à la science : la suppression des études scientifiques susceptibles de nuire à l'industrie ou de restreindre le développement.

L'an dernier, Santé Canada a refusé de communiquer les conclusions d'un rapport sur le risque de cancer associé à l'amiante chrysotile. Ce rapport n'a pu être rendu public qu'à la suite de la présentation d'une demande d'accès à l'information. Dans un autre cas plus récent, Environnement Canada a ajouté au rapport d'un groupe d'experts sur l'habitat du caribou des bois une préface non signée qui décredibilise les conclusions scientifiques de l'étude. La stratégie la plus efficace consiste tout simplement à empêcher la réalisation de certaines études, comme en témoigne la récente décision du gouvernement d'exempter d'un examen environnemental les nouveaux projets de relance de l'infrastructure.

Ce qui est ironique, c'est que le gouvernement Harper semble perpétuer les politiques de l'administration Bush en matière scientifique au moment même où les Américains rejettent cette approche et doublent le budget fédéral de la recherche fondamentale.

L'alignement de notre gouvernement sur le programme de l'administration Bush se poursuit jusque dans la façon dont il réagit aux situations déplorables de deux citoyens canadiens : Omar Khadr, le seul ressortissant d'un pays occidental encore détenu à Guantanamo Bay, et Aboushian Abdelrazik, un Montréalais dont le sort reste incertain à l'ambassade du Canada au Soudan.

Lors de la dernière assemblée du conseil de l'ACPPU, les délégués présents ont adopté une résolution appelant le gouvernement conservateur à mettre fin à cette débâcle et à ramener Aboushian Abdelrazik au Canada. Les mêmes dispositions devraient être prises pour Omar Khadr. Par son insensibilité apparente et par son allégeance à la politique de Bush vouée à l'échec, le gouvernement se couvre de honte et embarrasse notre nation entière. ■

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CANADA'S VOICE
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NEWS ACTUALITÉS

DEDICATED SERVICE AWARDS
PRIX POUR SERVICES INSIGNES

Local Members Honoured

Twenty-four members of academic staff associations were honoured this year with Dedicated Service Awards. CAUT sponsors the awards, which recognize individuals who have an exceptional record in local association service activities. Recipients are nominated by their association and the award is presented as a certificate and CAUT lapel pin. There is no limit to the number of Dedicated Service Awards made each year. The award recipients for 2008-2009 are listed below.

Des membres à l'honneur

L'ACPPU a décerné cette année le prix pour services insignés à vingt-quatre membres d'associations de personnel académique. Ce prix a été créé pour récompenser des personnes qui contribuent de façon remarquable aux activités de leur association locale. Les lauréats, nommés par leur association, reçoivent un certificat commémoratif et une épinglette à l'effigie de l'ACPPU. Il n'y a pas de limite au nombre de prix décernés chaque année. Les lauréates et lauréats de ce prix pour 2008-2009 sont :

Acadia University
Université Acadia
Jim Sacouman

Laurentian University
Université Laurentienne
Barry Cotton

Saint Mary's University
Université Saint Mary's
Robert Cook
Robert Konopasky
Jeffrey Power
Douglas Vaisey

St. Thomas University
Université St. Thomas
Suzanne Dudziak

Université de Moncton
Carmel Allain Bourque
Paul Deguire
Serge Jolicoeur

University of Manitoba
Université du Manitoba
Jared Paisley

University of Ottawa
Université d'Ottawa
Michael Piva

University of PEI
Université de l'Î.-P.-É.
Doug Dahn
Don Gillis
Larry Hale
Betty Jeffery
Sharon Myers
Sheldon Opps
Wayne Peters
Jennifer Taylor

University of Victoria
Université de Victoria
Christopher Petter

Mount Saint Vincent University
Université Mount Saint Vincent
David Monaghan
Denise Nevo

Federation of Post-Secondary
Educators of BC
Dileep Athaide

CAUT Sets Up National Trust
for Full Range of Benefits

CAUT Council delegates meeting in Ottawa April 24 voted unanimously to create a national benefits trust to provide cost effective and comprehensive benefit coverage for academic staff association members and their families.

"CAUT member associations can now negotiate with their employers for a full range of benefits to be provided through the CAUT Benefits Trust," said Neil Tudiver, CAUT's assistant executive director in charge of the project.

Tudiver says the trust will provide comprehensive benefits coverage, including extended health, dental care, long-term disability, life insurance and accidental death and dismemberment.

"There will be many advantages to member associations that bring their benefits into the trust," Tudiver said. "By negotiating with insurance carriers on a national basis, we will be able to obtain the best possible rates for all members. Costs will also be reduced because of the economies of scale in a large national trust, through lower fees for administration, risk charges, investment, legal and consulting services."

He says because the trust is controlled by CAUT-appointed trustees, member associations are assured of timely financial information and can monitor the real costs of benefits.

"Each association will be able to design its own plan, based on the preferences of its members and the availability of the trust to provide a suitable carrier," said Tudiver.

Meet the Trustees

Charles Draimin

Professor of accounting at Concordia University, president of the Concordia faculty association & a member of Concordia's employee benefits committee.

Roland Gaudet

Professor of mathematics at Collège universitaire de Saint-Boniface, past president of the association of professors at Saint-Boniface & a member of the Society of Actuaries & its education & examination committee.

Nancy Langton

Professor at the University of British Columbia Sauder School of Business & vice-president & former treasurer of the UBC faculty association.

Elin E. Maher

Professor of accounting at the University of New Brunswick, Association of UNB Teachers employee group representative on UNB's fringe benefits review committee & a member of the New Brunswick Institute of Chartered Accountants appeal tribunal.

M. Anne Stalker

Professor and former associate dean of law at the University of Calgary & UC faculty association president & chief negotiator.

Detailed information about the trust is available from CAUT. If members decide they want to join the trust, the association negotiates with the employer for a transition to the trust. Usually the negotiation will be part of the bargaining for a new collective agreement.

CAUT will provide advice for negotiating with the employer to provide members' benefits through the trust. CAUT will also provide assistance with negotiating agreements with the employer that cover the employer's and the association's responsibilities during the transition to the trust, and for the association's continuing participation in the trust.

The trust is administered by a board of trustees appointed by CAUT Council. The five trustees

are Charles Draimin, Roland Gaudet, Nancy Langton, Elin E. Maher and M. Anne Stalker.

Trustees meet quarterly and are responsible for governing all aspects of the trust, and for preparing regular reports to the CAUT Executive, CAUT Council, and the membership of the trust.

Each association that is a participant in the trust has a representative on the trust's advisory council, which meets twice annually during CAUT's Council meetings to receive the trust's reports and to keep trustees informed on member interests and concerns. ■

For more information about the CAUT Benefits Trust, contact Neil Tudiver (tudiver@caut.ca).

L'ACPPU crée une fiducie nationale de prestations

Les délégués présents à l'assemblée du conseil de l'ACPPU qui s'est tenue à Ottawa le 24 avril dernier ont voté à l'unanimité en faveur de la création d'une fiducie nationale de prestations destinée à offrir une couverture économique et complète aux membres des associations de personnel académiques ainsi qu'à leur famille.

« Les associations membres de l'ACPPU peuvent maintenant négocier avec leur employeur pour que la Fiducie de prestations de l'ACPPU devienne leur unique fournisseur d'une gamme complète d'avantages sociaux », a déclaré le responsable du projet, Neil Tudiver, directeur général adjoint de l'ACPPU.

M. Tudiver explique que la fiducie proposera les avantages sociaux comprenant l'assurance-maladie complémentaire, les soins dentaires, les prestations d'invalidité de longue durée, l'assurance-vie et les prestations en cas de décès ou de mutilation par accident.

« Les associations membres qui coteront à la fiducie y gagneront beaucoup », affirme M. Tudiver. « En effet, nous négocierons avec les sociétés d'assurance sur le plan national et serons ainsi à même d'obtenir les meilleurs tarifs pour tous nos membres. De plus, une telle structure nous permettra de

faire des économies d'échelle, car les coûts relatifs à l'administration, à la gestion des risques, à l'investissement ainsi qu'aux services juridiques et consultatifs seront moindres. »

Il ajoute que, comme la fiducie est gérée par des administratrices et des administrateurs nommés par l'ACPPU, les associations membres sont assurées de recevoir régulièrement de l'information financière et de pouvoir ainsi mesurer le coût réel des avantages sociaux.

« Chaque association pourra mettre au point son propre régime selon les préférences de ses membres et la possibilité pour la fiducie de lui trouver un assureur approprié », indique M. Tudiver.

L'ACPPU peut fournir de plus amples renseignements à propos de la fiducie. Lorsque ses membres décident de se joindre à cette dernière, une association négocie alors avec l'employeur le passage vers le nouveau régime, ce qui se fait généralement dans le cadre des négociations collectives.

L'ACPPU conseillera ses associations membres dans leurs pourparlers avec leur employeur afin que les avantages sociaux soient assurés par la fiducie, et elle les aidera à conclure un accord définissant la responsabilité de l'em-

ployeur et celle de l'association durant la transition d'un régime à l'autre et le maintien de la participation de l'association à la fiducie.

La fiducie est gérée par un conseil d'administration nommé par le conseil de l'ACPPU. Il est formé de Charles Draimin, Roland Gaudet, Nancy Langton, Elin E. Maher et M. Anne Stalker.

Les administratrices et administrateurs se réunissent tous les trimestres et se chargent de gérer la fiducie dans son ensemble. Ils établissent également des rapports périodiques à l'intention du comité de direction et du conseil de l'ACPPU, ainsi que pour les membres de la fiducie.

Chaque association participante désigne une représentante ou un représentant qui siègera au comité consultatif de la fiducie, lequel se réunit deux fois l'an à l'occasion des assemblées du conseil de l'ACPPU, afin de recevoir les rapports de la fiducie et de tenir les administratrices et administrateurs informés des intérêts et des préoccupations des membres. ■

Pour obtenir plus de renseignements concernant la Fiducie de prestations de l'ACPPU, veuillez communiquer avec Neil Tudiver (tudiver@caut.ca).

Le conseil d'administration

Charles Draimin

Professeur de comptabilité, M. Draimin est président de l'Association des professeurs de l'Université Concordia et membre du comité des avantages sociaux de l'établissement.

Roland Gaudet

Professeur de mathématiques, M. Gaudet est président sortant de l'Association des professeurs du Collège universitaire de Saint-Boniface et membre de la Society of Actuaries ainsi que de son comité d'examen et d'études.

Nancy Langton

M^{me} Langton est professeure à la Sauder School of Business de l'Université de la Colombie-Britannique, ainsi que vice-présidente et anciennement trésorière de l'association du personnel académique de l'UBC.

Elin E. Maher

M^{me} Maher est professeure de comptabilité à l'Université du Nouveau-Brunswick et représentante de l'association des professeurs de cet établissement au sein du comité d'examen des avantages sociaux. Elle fait également partie du tribunal d'appel du comité de déontologie de l'Institut des comptables agréés du Nouveau-Brunswick.

M. Anne Stalker

M^{me} Stalker est professeure à la Faculté de droit de l'Université de Calgary, dont elle a déjà été vice-doyenne, et occupe aussi les fonctions de présidente et de négociatrice en chef au sein de l'association du personnel académique de cet établissement.



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COMMENTARY

Business Model Squeezes the Serendipity Out of Research

→ From PAGE A2

coated with fluorescent material would display inner structures when electrical rays passing through a tube were projected on the screen. In 1901, Roentgen received the Nobel prize for his accidental discovery of X-rays.

While such accidents will surely happen it is very difficult to predict when they will, and whether or not the result will be a useful one. The accident and the accidental researcher, then, have been and will continue to be fruitful contributors to the meaning and practice of research, and so, the aesthetic disposition that at the moment seems out of favor.

Another element that confounds the functionalist paradigm of research is timeliness. Managed research means schedules of inputs and outputs so that stakeholders, or whatever they are called these days, can plan. Along with accidents is time without constraints, at least those imposed by factory-like time clocks and whistles for lunch. While Charles Darwin did not discover a theory of life organized by the idea of descent and modification, it did take him 20 years from conceptualization to write-up before his version was fully realized.

The beauty of exploration engages a rather open-ended time frame, and the imposition of just one — the schedule — has its consequences for the agreed upon, recognizable meaning of research and the actual practice of research as well. These two elements — accident and time — have either been de-emphasized or reconfigured in this new regime of values that now inform researchers and the public as to what constitutes worthy scientific exploration.

All societies have individuals who are allowed to function as imaginative, inventive, independent experimenters and thinkers whether we speak of shamans, curers, philosophers or physicists. These and other poets of reality have existed and will continue to exist anchored in numerous cultural conditions, social forms, and historical moments just like the ones we find ourselves existing within at this particular moment in time. However, in our community of interpretation there are various vantages from which to judge our research. We need not accommodate only one, even though the current tastemakers wish us to do so.

One strategy we can employ is to remind the public that the linkages between use and invention are not always so clear and direct. But more important is the resistance to cloaking research and research activity with the functionalist paradigm so completely. We cannot deny this cloak has not only completely covered our work, but also where we work and how we work. Our universities are increasingly asked to be accountable to society for the work that is generated so as to illustrate the usefulness of post-secondary education as a legitimate and competent social institution worthy of support and recognition.

Finally, the learner-driven education and business-management model that have invaded the behavior

and culture of our universities and colleges seeks more intense and increasing measures of accountability. What is so perplexing is our willingness to accommodate these anxieties. Are we really only in it for the money?

As Monbiot said, we must ourselves argue for an appreciation of the "beauty of exploration." The danger of course, given the dominance of the functionalist paradigm, is that we will be dismissed as fools, absent-minded profs and slacker researchers who don't really work for a living. Is this any worse than having those who are supremely suspicious of academic work manage our work?

Alberta's Health Minister Ron Liepert recently appointed a group of business leaders to sit as members of a health "superboard" in the province. Liepert, on nearly every occasion he speaks, reminds listeners he does not have a post-secondary education. With glee he stands as an example of class mobility without the need for anything else but what ... hard work? Surely no accident. Horatio Alger novels aside, the message is that academic work is not real work. And if society is going to support such work then researchers and research better get to work.

If we are to do something about the emerging "business" model in research organization, funding, and so forth, many vantage points are available for us to cultivate, one of which is cultural. In the current paradigm of function, pragmatics, and practicality that we have ourselves accommodated and reproduced, such cultural resistance seems dysfunctional perhaps — a response that does not really address the needs at hand. I admit I don't have a pragmatic and practical strategy to offer, but I have some time to think about it, and who knows? ■

Steve Ferzacca is associate professor of anthropology at the University of Lethbridge. His research includes the ethnography of clinical encounters and the management of Type 2 diabetes in the United States and Indonesia. He is also editor of *Medical Anthropology: Cross-Cultural Studies in Health and Illness*. He can be reached at steven.ferzacca@uleth.ca.

The views expressed are those of the author and not necessarily CAUT.

COMMENTARY

CAUT welcomes articles between 800 and 1,500 words on contemporary issues directly related to post-secondary education. Articles should not deal with personal grievance cases nor with purely local issues. They should not be libelous or defamatory, abusive of individuals or groups, and should not make unsubstantiated allegations. Publication is at the sole discretion of CAUT. Commentary submissions should be sent to Liza Duhaime (duhaime@caut.ca).

TRIBUNE LIBRE

L'ACPPU invite les lecteurs à soumettre des articles de 800 à 1 500 mots qui portent sur des questions d'actualité liées directement à l'enseignement post-secondaire. Les articles ne doivent traiter ni de dossiers de griefs particuliers ni de questions d'intérêt strictement local. Ils ne doivent pas comporter des allégations non fondées ni des propos diffamatoires, calomnieux ou offensants envers des personnes ou des groupes. L'ACPPU se réserve le droit de choisir les articles qui seront publiés. Les commentaires doivent être envoyés à Liza Duhaime (duhaime@caut.ca).

NEWS ACTUALITÉS

Award Winning Journalism

RECIPIENTS from opposite ends of the country are winners of CAUT's 2009 Excellence in Education Journalism Awards, which come with a cash prize of \$1,000.

Melissa Tobin from Newfoundland and Labrador won the student prize for a selection of articles she wrote for U-News.ca, an online medium produced by journalism students at the University of King's College in Halifax.

The series focused on secret hazing rituals at St. Francis Xavier University, revealing that the administration had settled in a court case and would be lifting sanctions that had been imposed, through a disciplinary hearing, against students who pled guilty to beating freshmen with tree branches, smearing their faces with fake feces and forcing them to rub stinging lotion on their genitalia.

Her second piece revealed that the university was grappling with another hazing incident on campus and a subsequent article put the local incident in context, with a hazing expert saying what happened at St.FX appears to be commonplace and how either a hazing or pledging related incident has resulted in at least one death a year in the United States since 1970. Tobin later posted a student reaction video on YouTube that generated more than 40 comments.

The award's jury found Tobin's work "sheds light on a dark corner of student life," and her story "met all the criteria... a strongly-reported local issue with national significance, well written and [one that] produced follow up work."



CAUT president Penni Stewart (centre) hands out the 8th annual journalism awards April 25 to Melissa Tobin, winner of the student media category & Douglas Todd, winner of the professional print & broadcast category.

Douglas Todd won the professional division for "At Death's Door" (The Vancouver Sun) an in-depth article about Kwadwen Polytechnic University sociologist and front-line euthanasia researcher Russel Ogden.

"Through Todd's feature we learn what makes Ogden tick, where he finds his inspiration and how and why he has endured several police investigations and being publicly shunned by his peers and university administrators," said CAUT pre-

sident Penni Stewart. "His work shows depth of reporting and provides an accessible and illuminating account of an issue often oversimplified in the mainstream media."

CAUT's journalism awards were established in 2001 to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Each award is decided by an independent jury. This year's jury included James Compton, an associate professor in the University of

Western Ontario faculty of information and media studies; Janice Neil, an associate professor of journalism at Ryerson University; and Jeff Sallot, an instructor of journalism and communication at Carleton University.

Prizes were handed out April 25 during CAUT's Council meeting held in Ottawa. ■

For more information about CAUT's journalism awards, visit www.caut.ca.

Supreme Court Won't Hear Stonechild Case

THE Supreme Court of Canada ended the University of Regina faculty association's lengthy attempt to defend professor Blair Stonechild's academic freedom by denying its request for leave to appeal.

When Stonechild, a professor of indigenous studies at First Nations University, was removed as a speaker at an Assembly of First Nations conference, at the university, URFA filed an academic freedom grievance because the FNU board chair Vice-Chief Morley Watson indicated support for Stonechild's removal.

The arbitrator found in favour of Stonechild, and the university failed to have it reversed at judicial review. Subsequently, the university took the matter to the court of appeal which reversed the decision.

The appeal court decision stands as a result of the Supreme Court's decision not to hear the case. No reasons are given by the Supreme Court.

"What that means is Watson's actions were deemed not to have violated the academic freedom provisions of the collective agreement between the faculty association and the university," said CAUT executive director James Turk.



Blair Stonechild

"But like the arbitrator, we continue to feel Watson's actions were wrong and infringed on Stonechild's academic freedom," he added. "Since the court decided Watson's conduct didn't violate academic freedom as defined in the collective agreement, we hope a better description of academic freedom can be negotiated in the next round of bargaining."

He said now that the case is over, it's important the university administration and board turn their attention to fixing the governance structure, an issue that led to CAUT's decision last year to censure the university.

"We hope the board's latest commission on governance — that was due to report last month — will bring forward changes that will fix the problem and allow censure of the institution to be lifted," Turk said. ■

Version française à la page A4.

Deux journalistes primés par l'ACPPU

L'ACPPU a décerné ses prix d'excellence 2009, d'une valeur de 1 000 \$ chacun, à deux journalistes oeuvrant aux deux extrémités du pays.

Dans la catégorie étudiante, Melissa Tobin de Terre-Neuve-et-Labrador a été récompensée pour sa série d'articles publiés sur le site d'information U-News.ca produit par les étudiants en journalisme du Collège universitaire King's à Halifax.

Ses articles sur les rites secrets de bizutage pratiqués à l'Université St. Francis Xavier ont révélé que la direction de l'établissement avait finalement réglé la poursuite qu'elle avait intentée, et qu'elle avait décidé de lever les sanctions imposées, dans le cadre d'une audience disciplinaire, contre les étudiants qui s'étaient reconnus coupables d'avoir battu des étudiants de première année avec des branches d'arbre, de leur avoir enduit le visage de faux excréments et de les avoir forcés à appliquer

une lotion cuisante sur leurs organes génitaux.

La journaliste étudiante a révélé également que l'université était confrontée à un autre incident de ce genre sur le campus. Elle a par la suite publié un autre article qui, remettant cet incident dans son contexte, explique comment, selon un spécialiste de la question, ce qui s'est produit à St. Francis Xavier semble monnaie courante et comment le bizutage des nouveaux venus cause au moins un décès chaque année aux États-Unis depuis 1970. En complément de son reportage, Melissa a mis en ligne sur le site YouTube une vidéo montrant la réaction d'un étudiant, qui a suscité une quarantaine de commentaires.

Le jury responsable de la sélection des candidats a jugé que les articles de la journaliste jetaient des lumières sur un aspect nébuleux de la vie étudiante et répondaient à tous les critères d'un solide repor-

tage sur un événement local d'intérêt national, bien rédigé, accompagné d'un travail de suivi.

Douglas Todd a remporté le prix dans la catégorie professionnelle pour son article de fond (*At Death's Door* paru dans le *Vancouver Sun*) sur le sociologue et chercheur de premier plan en euthanasie Russel Ogden de l'Université polytechnique de Kwantlen.

« Dans son reportage, M. Todd nous apprend ce qui détermine les actes du chercheur, où il puise son inspiration, comment et pourquoi il a fait l'objet de plusieurs enquêtes policières et comment et pourquoi il est décrié publiquement par ses pairs et par les dirigeants de son université d'appartenance », a fait valoir la présidente de l'ACPPU, Penni Stewart. « Son article exhaustif et accessible nous éclaire sur un sujet que les grands médias ont souvent tendance à simplifier outre mesure. »

L'ACPPU a créé les prix d'excellence en journalisme en 2001 dans le but de récompenser et de mettre en valeur des reportages fouillés et sérieux sur des sujets touchant à l'enseignement postsecondaire au Canada.

Les lauréats sont sélectionnés par un jury indépendant qui, cette année, était composé de James Compton, professeur agrégé à la faculté des communications et des études médiatiques de l'Université de Western Ontario, de Janice Neil, professeure agrégée de journalisme à l'Université Ryerson, et de Jeff Sallot, chargé de cours en journalisme et communications à l'Université Carleton.

Les prix ont été remis le 25 avril à Ottawa dans le cadre de l'assemblée du conseil de l'ACPPU. ■

Pour en savoir davantage sur les prix d'excellence en journalisme de l'ACPPU, rendez-vous sur le site www.acppu.ca.

Affaire Google : l'arbitre donne raison à l'université

→ Suite de la PAGE A1

aucune obligation d'assurer « la protection absolue de la vie privée des membres du corps universitaire », soutient M. Carrier.

« Si la convention collective de la LUFA ne demande pas à l'employeur de faire l'impossible pour assurer cette protection absolue aux

membres de son personnel, elle l'oblige néanmoins à protéger leur droit de jouir de la confidentialité "dans leurs communications et leurs dossiers personnels et professionnels", affirme le directeur général de l'ACPPU, James Turk.

« Il apparaît raisonnable d'interpréter ces mots comme voulant que l'employeur ne puisse décider déli-

bérément de mettre en péril le droit à la vie privée des membres de la LUFA en confiant la gestion de sa messagerie électronique à un service qui assujettit le flux de courriels aux lois antiterroristes américaines. »

L'arbitre a rejeté cet argument, considérant que le problème tient à la « vulnérabilité » du courrier électronique plutôt qu'au risque accru

découlant du choix de l'université en faveur d'un fournisseur américain — Google.

M. Turk a fait savoir qu'à la lumière de la décision, l'ACPPU compte recommander à toutes les associations au Canada de revoir le libellé des dispositions de leurs conventions collectives qui portent sur la protection de la vie privée. ■

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Clarification

In response to an article on page A3 of last month's issue, the U.S. Department of Homeland Security has informed CAUT that the Transportation Security Administration's Secure Flight program will collect the following information on all Canadians to determine if they will be allowed to board international flights that fly over but do not land in the United States: full name, date of birth, gender, and passport information (if available), but not frequent flyer profiles, credit card information or medical information, or other data in each person's Passenger Name Record. This additional information will be received by another arm of Homeland Security — U.S. Customs and Border Protection.

En réponse à un article publié à la page A3 du *Bulletin* du mois dernier, le département de la sécurité intérieure des États-Unis (Department of Homeland Security) a informé l'ACPPU qu'en vertu du programme Secure Flight l'agence américaine de sécurité dans les transports (Transportation Security Administration) recueillera les renseignements ci-après sur tous les Canadiens pour autoriser ou non leur embarquement sur des vols internationaux qui passent par l'espace aérien américain sans faire escale aux États-Unis : le nom intégral, la date de naissance, le sexe et les renseignements relatifs au passeport (si disponibles), mais non pas le profil de grand voyageur, les renseignements relatifs aux cartes de crédit et au dossier médical, ou les données du Dossier du passager de chaque personne. Ces autres renseignements seront recueillis par un autre organisme de la Sécurité intérieure — le bureau des douanes et de la protection des frontières des États-Unis (Customs and Border Protection).

Open Access Growing Steadily, But Powerful Gatekeepers Remain

THE recent vote by MIT faculty to freely and publicly distribute research articles they write marks a sea change in the relationship between academic authors and publishers of scientific journals.

"Resistance by publishers to authors retaining copyright and posting their scholarship online is diminishing," says Brent Roe, executive director of the Canadian Association of Research Libraries. "Work by professor Stevan Harnad at Montreal's Université du Québec and others indicate that a majority of journals now allow authors to engage in internet self-archiving on an institutional repository or some other form of open distribution of their work."

Most scholarly literature is owned by large international conglomerates and paid for by subscription, site license or pay-per-view. Publisher opposition to open access has been one of the main barriers to the wider dissemination of academic articles.

Mounting Pressure

But an attempt to get a better balance in the system happened five years ago with the release of an "author's addendum" from the Scholarly Publishing and Academic Resources Coalition. The addendum alters the standard contracts with publishers to allow authors to reproduce and distribute their articles for noncommercial purposes, such as disseminating their work on personal or institutional websites.

Proponents say the change in practice benefits the entire research community and individual academics alike. Articles in institutional repositories are more actively used and cited by the world's scientific community than ones that are not.

"Until now, authors — usually with support of their libraries — have had to approach journals individually about accepting the addendum," says Jennifer McLennan, SPARC communications director. "Now, as institutions adopt campus-wide open access policies, authors have the weight of a MIT, Harvard or Stanford behind them. The climate has changed totally."

But individual scholars still have a prominent role to play, she added, citing the case of Chris Boulton, a PhD student in communication at the University of Massachusetts, Amherst.

Last year Boulton submitted an article with the addendum attached to *The Communication Review*, a Taylor & Francis journal. His article was accepted for publication, but the addendum was rejected. The journal's publisher asked Boulton to give up the copyright to his article, but he refused and in turn rallied the other contributors in the journal edition behind the demand, delaying the release of the publication. After three months of negotiations, Taylor & Francis reversed their policy and agreed to accept the SPARC addendum.

"The first response was no, and this could easily dissuade a vulnerable academic trying to establish a publication record," says Boulton. "But we pushed back. If publishers are flooded with the addendum and more authors refuse to blink, we will force changes."

Cost & Benefits

Beyond the struggle of individual academics to control their work, economic efficiency arguments in favour of open access are resonating at institutional levels, as evidence suggests that shifting to new models of scholarly communication could save millions of dollars annually.

To assess potential cost reductions in the UK, professor John Houghton at Melbourne's Victoria University and professor Charles Oppenheim at Loughborough University compared toll (subscription) publishing involving reader charges and use restrictions; open-access publishing where access is toll-free and costs are paid at the author's end; and open access self-archiving where authors freely distribute their articles.

Their comparison demonstrated significant cost savings on a per journal article basis: \$143 million a year by shifting from toll to toll-free and \$206 million by moving from toll access to open access self-archiving. The authors also suggested the financial return from greater research accessibility could result in additional benefits worth hundreds of millions of dollars annually. ■

RELATED ARTICLE

CAUT *Bulletin* April 2009
"MIT Faculty to Make Articles Freely Available to Public."

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A

■ **ACCOUNTING/MARKETING (AUBREY DAN PROGRAM, MANAGEMENT & ORGANIZATIONAL STUDIES)** — University of Western Ontario, Management and Organizational Studies (MOS) is an innovative and rapidly expanding interdisciplinary undergraduate program in the Faculty of Social Science at The University of Western Ontario with over 2,400 students enrolled. This unique program combines management studies with a strong foundation in the social sciences, and currently offers Majors in Accounting, Organizational and Human Resources, Management and Organizational Studies, and Commercial Aviation Management. Limited Term Position Applications are invited for a

one school year limited term appointment at the rank of Lecturer or Assistant Professor in Accounting/Marketing. Candidates for positions must have a minimum of a MA degree for the accounting position and a university degree for the marketing position. Preference will be given to candidates with post-graduate education (MA, MS, MBA, PhD) and previous teaching experience. Candidates for the accounting position must also possess a recognized accounting designation (CA, CMA, CGA). The successful candidates will be expected to teach undergraduate courses and contribute to ongoing curriculum development. Candidates demonstrating a commitment to working in an interdisciplinary environment will be preferred. Rank and salary will be commensurate with previous performance, qualifications and experience in accordance with the

Collective Agreement. All appointments are effective September 1, 2009. Applicants can learn more about the MOS Program at www.mos.uwo.ca. A curriculum vitae and evidence of successful teaching, as well as three academic letters of reference, should be sent to: Professor Mitch Rothstein, Director, Aubrey Dan Program in Management and Organizational Studies, The University of Western Ontario, 1155 Richmond Street, Social Science Centre, Room 3207, London, Ontario, N6A 5C2. Applications will be accepted until July 1, 2009 or thereafter until the position is filled. Files will be reviewed prior to the deadline. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply however Canadians and permanent residents will be given priority.

The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. ■ **ANATOMY** — University of Guelph, Human Health and Nutritional Sciences, a research-intensive department at the University of Guelph, invites applications for a tenure-track position at the Assistant Professor level in the area of biomechanics/anatomy. The successful candidate will have a PhD, post-doctoral research experience or equivalent, and the ability to maintain a productive research program in the area of biomechanics and/or anatomy. Preference will be given to candidates with a research emphasis that incorporates the two fields of studies particularly in the areas of biomechanics/bioengineering and chronic health issues.

The Department of Human Health and Nutritional Sciences offers undergraduate BSc programs in three sub-disciplines at the University of Guelph that have a total enrolment of 1200 students and also offers a BSc in Kinesiology at the University of Guelph-Humber which has an enrolment of over 300 students. Teaching assignments will be primarily in areas of human anatomy, courses where the laboratory portion features dissections and/or projections of human cadavers. Applications for this position should include a curriculum vitae, 2 representative publications, documentation of teaching abilities, and the names of 3 referees. Referees' comments will commence Sept 1, 2009 and will continue until the position is filled. You must submit your application in writing, three hard copies are required and to be directed to: Dr. Michael J. Ems, Dean's Office, College of Biological Science, University of Guelph, Guelph, ON, Canada, N1G 2W1. Requests for further information should be sent to the Chair, Dept. of Human Health and Nutritional Sciences, University of Guelph, Guelph, ON, Canada, N1G 2W1, email: terry@uoguelph.ca, Fax: 519-763-5902. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

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Closing dates to place, change, renew, or cancel your advertising material in the printed CAUT Bulletin are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the Bulletin.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le Bulletin de l'ACPPU sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du Bulletin n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du Bulletin.

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As a service to CAUT members interested in positions available in other countries, the Bulletin accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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Le Bulletin accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourrissent être intéressés. La perception de la liberté académique et le degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tél: (202) 737-5900, ou de visiter www.aaup.org.

B

■ **BUSINESS** — University of Windsor: The University of Windsor, Odette School of Business invites applications for a tenure-track faculty position in the area of Accounting at the rank of Assistant or Associate Professor commencing as early as July 1, 2010 or later. For a detailed position description visit our website at www.uwindsor.ca/faculty positions. Contact: Dr. Allan Conway, Dean, Odette School of Business, University of Windsor, 401 Sunset Ave., Windsor, Ontario, N9B 3P4, Tel: (519) 253-3000, Ext. 3099; Fax: (519) 973-1073. Email: allan.conway@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Diakich, Director, Faculty Recruitment at 877-655-6508 (Toll free) within North America, call collect outside of North America at 001-519-563-1432 or Email: recruitment@uwindsor.ca.

■ **BUSINESS** — Carleton University: The Spott School of Business invites applications for a tenure-track faculty position in Operations Management at the rank of Assistant or Associate Professor, effective July 1, 2010. The successful candidate will have opportunities to teach courses in the undergraduate, MBA, PhD and professional programs to a culturally diverse student body, supervise graduate students; maintain an active research program; pursue research funding; and participate actively in the ongoing development of the Operations Management program in a highly collegial environment. The candidate must possess a PhD in Operations Management and must have a strong record of research publications and productivity consistent with AACSB guidelines for a doctoral ranking in business school; and have a high potential for teaching excellence. Preference will be given to candidates who demonstrate (a) high quality research that is of managerial relevance, especially to service operations, and interests in empirical research methodology (survey, case study, action research); (b) teaching capabilities of the core undergraduate courses (Operations Management, Management Science) and at least two of the Area elective undergraduate courses (quality management, simulation, supply chain management, and technology management); (c) with industry experience, gained in any sector after the bachelor's or master's level, in a position directly relevant to the operations management program. In addition, an Operations Management's related professional designation (e.g., ASQ, CPM/CPMIP, CPP, CSCP, PMP, etc.) is an asset. Candidates whose degrees and/or academic experience are predominantly from non-business departments should clearly explain how they would fit within a business school environment. The Spott School of Business is committed to excellence in teaching and research (Best Overall Performance Award, AACSB 2008) and is in the process of obtaining AACSB Accreditation. The Spott Endowment fund with a current balance in excess of \$2 million allows the School to endorse innovative program development and offer supplemental research support for faculty. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Master of Business Administration, and PhD in Management degrees. More information on the School can be obtained from the Web site, www.carleton.ca/facultyrecruitment. Carleton University is located on a beautiful campus in the central portion of Ottawa, bounded by the Rideau River on one side, and the city of Ottawa on the other. Its prime location, minutes from downtown, the airport, as well as the Gatineau hills, enhances the quality of life, and allows for recreational opportunities for individuals and families. The City of Ottawa itself, with a population of almost one million, is Canada's capital and reflects the country's bilingual and multicultural character. Carleton's location in the capital also provides many opportunities for research with groups and institutions that focus on private, public, and not-for-profit sector management. Subject to budgetary approval, salary and benefits are competitive and commensurate with qualifications. The search will close on November 20, 2009, or when the position has been filled. Carleton University is

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CAREERS CARRIERS

E

■ EARTH & ENVIRONMENTAL SCIENCES – University of Waterloo. The Department of Earth and Environmental Sciences at the University of Waterloo is seeking applications for an NSERC Industrial Research Chair in groundwater remediation. The appointment will be tenure-track or tenured and will be made at the rank of Associate Professor or Professor, commensurate with qualifications. Candidates must be established scholars with a demonstrable commitment to collaborative and interdisciplinary research, a proven record of industrial collaboration and the ability to attract excellent graduate students. The successful candidate will have a strong academic background in chemistry and geochemistry and at least one advanced degree in hydrogeology. Several years of research and teaching

in the area of fate, transport and remediation of organic contaminants in groundwater is expected and preference will be given to individuals with experience in both biological and abiotic degradation processes. Evidence of innovation and technology development will be advantageous. This appointment will carry a reduced teaching load and is contingent upon review and final approval by NSERC. Evaluation of candidates will begin 1 May 2009 and continue until the position is filled. A complete application must include a curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three referees. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications should be directed to the Department Chair, Department of Earth and Environmental Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (e-mail: khalil@uwaterloo.ca).

■ EARTH & ENVIRONMENTAL SCIENCES – University of Waterloo. The Department of Earth and Environmental Sciences at the University of Waterloo is seeking applications for an NSERC Industrial Research Chair in Applied Geotechnics. The appointment will be tenure-track or tenured and will be made at the rank of Associate Professor or Professor, commensurate with qualifications. Candidates must be established scholars with a demonstrable commitment to collaborative and interdisciplinary research, a proven record of industrial collaboration and the ability to attract excellent graduate students. The successful candidate will have a strong academic background in geotechnics, petroleum and mineral deposits. Extensive research experience in the delineation of tectonic

provinces and association of mineral deposits to specific tectonic episodes is expected. The appointment will carry a reduced teaching load and is contingent upon review and final approval by NSERC. Evaluation of candidates will begin 1 May 2009 and continue until the position is filled. A complete application must include a curriculum vitae, a statement outlining the nature of the research program and teaching philosophy, two or more recent publications and the names of at least three referees. All qualified individuals are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Applications should be directed to the Department Chair, Department of Earth and Environmental Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada (e-mail: khalil@uwaterloo.ca).

■ EDUCATION – Simon Fraser University. Simon Fraser University's Faculty of Education seeks applications for Limited Term Year appointments for a term of one year commencing September 1, 2009 until August 31, 2010 with the possibility of renewal in 1. **COUNSELLING PSYCHOLOGY**: Applicants should have an earned doctorate in counselling psychology and experience in clinical supervision. The successful candidate should have experience in teaching at the post-secondary level and must be capable of structuring graduate courses such as EDUC 799 and 800 (clinical supervision), EDUC 801 and 802 (practicum), EDUC 878 (grad. research), EDUC 873 (vocational), EDUC 882 (assessment). Excellent communication skills and an ability to work with a team is expected. Strong scholarly and writing abilities are a must. 2. **LITERACY/ADULT EDUCATION**: Applicants should have an earned doctorate in pre- and/or in-service teacher education, Literacy/Adult Education or a closely related field. Teaching experience (or comparable educational work with adults) is highly desirable. Expertise and ability to conduct research and teach courses in literacy/adult education are required as is expertise and interest in literacy development through the life span and instruction of culturally and linguistically diverse students. Knowledge/expertise in pre- and/or in-service teacher education, adult basic education, and in community development are assets, as is an interest in adult literacy. Applicants must have a strong research background and be capable of "digital literacies" (emerging social software, game-based learning, multi-media literacies, and theoretical/practical work in related areas). Review of applications begins June 30, 2009. For a detailed description and application procedures of these job postings, please go to <http://www.sfu.ca/faculty-positions/index.html>.

■ ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions in the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Computer and Software Engineering with expertise in one or more of these sub-areas: hardware/software co-design, embedded systems with emphasis on hardware, application specific processors, and human/computer interaction with computer engineering perspective; 2. VLSI with special interests in wireless communications, VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned an expansion of more than 90 new positions, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 500 students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Computer Science), and Mechanical Engineering (offered jointly with the Department of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-hourly community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at <https://ccadmi.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the area of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related sub-discipline. The successful candidate should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned an expansion of more than 90 new positions, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international applicants, with an enrollment of more than 500 students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the Department of Computer Science), and Mechanical Engineering (offered jointly with the Department of Mechanical Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Department of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-hourly community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at <https://ccadmi.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ENGLISH (BRITISH POETRY) – University of Waterloo. The Department of English at the University of Waterloo is seeking applications for a full-time position in nineteenth century British poetry. The successful candidate will be a specialist in nineteenth century British poetry, both in research and in teaching. The candidate will have completed PhD in Romantic or Victorian poetry, relevant scholarship, an appropriate teaching plan related to teaching nineteenth century British poetry, and evidence of successful post-secondary teaching experience. All candidates should clearly any other research and teaching strengths which may interest the department. All faculty in the department teach a range

of courses including composition, first-year introductions, and second-year surveys. The successful candidate will be expected to develop new courses in the area of specialty. Interested individuals should send copies of high quality materials (hard copies are preferred): (1) a letter of application, including teaching and scholarly experience; (2) a curriculum vitae; (3) a philosophical statement regarding teaching; (4) current teaching evaluations; (5) two or more recent publications; (6) a sample of scholarly writing; and (7) three letters of reference. Candidates should have submitted letters of reference by the closing date of applications, citing Posting 2009.40, should be sent to: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC, Canada, V2M 2Y6; Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.uvvc.ca; Email applications to: emr@uvvc.ca; The Selection Advisory Committee will begin reviewing applications on June 15, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equal opportunity.

■ ENGLISH (CREATIVE WRITING) – University of Waterloo. The Department of English invites applications for a full-time position in Creative Writing (Fiction and Children's Fiction). The successful candidate will be a specialist in Creative Writing, relevant scholarship and/or publishing experience, and evidence of successful post-secondary teaching experience. The department wishes a candidate who has a teaching and creative research background in Creative Writing and a specialization in Fiction (novel, novella, and short fiction) and in Children's Fiction. The candidate will be expected to develop new courses in the area of specialty. Interested individuals should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three referees to the Faculty Search Coordinator via the online system at <https://ccadmi.uwaterloo.ca/DACA>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

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UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ARTS

Term Positions

In the Department of Economics, Political Science and Sociology, and Social Studies

FACULTY OF SCIENCE

Term Position

Lab Instructor in the Department of Physics

FACULTY OF SOCIAL WORK

Tenure-Track Positions

In the areas of social work practice with individuals, families and communities, child welfare, health, mental health, addictions, research methods, gender, First Nations and Aboriginal issues, disability and multi-cultural issues. Leadership positions including Research Centre Director and Associate Dean are available for appropriate candidates.

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.



UNIVERSITY OF
REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca

Chair of the Discipline of Genetics
Faculty of MedicineMEMORIAL
UNIVERSITY

Memorial University of Newfoundland invites applications for the position of Chair of the Discipline of Genetics. This is an academic appointment in the clinical discipline of Genetics within the Faculty of Medicine (www.med.mun.ca). The successful applicant will have demonstrated internationally recognized leadership and research successes in the area of human genetics. Experience with multidisciplinary, patient-oriented research will be an advantage. If suitably qualified, the successful applicant will also hold a clinical joint appointment with Eastern Health, the province's largest integrated health authority.

The Chair will assume the position at the start of construction of an exciting new building for the establishment of the Newfoundland and Labrador Centre for Interdisciplinary Research in Human Genetics and expanded medical education space. This state-of-the-art centre will bring together all aspects of genetics from molecular biology to clinical care.

The unique history and structure of our population make our province a special place to do genetic research. The Discipline of Genetics has a strong record of research excellence. Particularly noteworthy are its contributions to the characterization of hereditary diseases and of genes associated with Mendelian conditions. More recently, the Discipline has developed additional areas of research in complex diseases. More information on the research conducted by Discipline members can be found at www.med.mun.ca/genetics. The Discipline offers an undergraduate genetics course as part of the undergraduate MD curriculum and a graduate programme for both MSc and PhD degrees.

Memorial University is the largest university in Atlantic Canada (www.mun.ca). As the Province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to 16,000 students, Memorial provides a distinctive and stimulating environment for learning. St. John's is a safe, friendly city with great historic charm, a vibrant cultural life and easy access to a wide range of outdoor activities.

Eastern Health is the largest integrated health organization in Newfoundland and Labrador, serving a regional population of more than 290,000. The organization also offers unique provincial programs and services delivered by over 12,000 health care and support services professionals. Formed on April 1, 2005, from the merger of seven health care boards, Eastern Health offers the full continuum of health care services. The health region services all communities on the Avalon, Burin and Bonaville Peninsulas in more than 80 hospitals, health care centres, long term facilities and community care sites.

Interested persons may direct their enquiries or can submit an application by sending a letter of interest, along with a curriculum vitae and the names of three referees to: K.M. Mearow, PhD, Chair, Genetics Search Committee, Faculty of Medicine, Health Sciences Centre, Memorial University of Newfoundland, St. John's, NL, Canada, A1B 3V6.

The committee will begin review of applications on July 1, 2009.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

CARRIÈRES

dent and 30 faculty members, forming the anchor of a brand new Faculty of Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local government in creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener Health Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Medicine and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Informatics Research. Applications should include: 1) curriculum vitae; 2) the names of at least three individuals willing to furnish letters of reference; 3) an outline (1-2 pages) of the proposed scholarly activity; 4) a one-page statement regarding teaching philosophy; and 5) a concise statement regarding experiences in Inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications via email to pharm@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

K

■ **KINESIOLOGY & PHYSICAL EDUCATION** — University of the Fraser Valley. The Department of Kinesiology and Physical Education at the University of the Fraser Valley invites applications for a fulltime faculty to commence January 1, 2010, or soon thereafter. Located in the heart of BC's Fraser Valley, and one of Canada's newest Universities, the University of the Fraser Valley offers a wide range of undergraduate and postgraduate degrees, a collegial environment and a commitment to developing graduate programs. The Department of Kinesiology and Physical Education is seeking applications in the area of health promotion or chronic disease prevention and management through exercise, with particular interest in one or more of the following: obesity, chronic disease, injury prevention; risk factor/behavioural management; or the sociological aspects of physical activity. Applicants should have an outstanding ability to teach and communicate with undergraduate students, a strong research interests in health promotion or preventative health issues relevant to the Fraser Valley and a strong desire to build a culture of inquiry and outreach around these issues. PhD (or close to completion); demonstrated excellence; or a commitment to establishing a record of excellence in teaching at the undergraduate level, and evidence of potential for excellence in interdisciplinary research. For further information, contact the Department of Kinesiology and Physical Education, c/o Cory Jensen, cory.jensen@ufv.ca. Consideration will be given to curriculum vitae, evidence of teaching excellence (student evaluations if available), a one-page statement of teaching philosophy including examples of innovative approaches to teaching and course design. If available, a one-page statement of proposed research program, and names and contact information for three referees. Applications, citing Posting #2009.92 should be sent to: Employee Services, University of the Fraser Valley, 3384 King Road, Abbotsford, BC, Canada, V2S 7M8. Tel: (604) 854-4554; Fax: (604) 854-1538; Website: www.ufv.ca. Email applications to: emr@ufv.ca. The Selection Advisory Committee will begin reviewing applications on July 1, 2009; however, the position will remain open until filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UPV will contact only candidates receiving an interview. We thank all applicants for considering UPV for employment. UPV is committed to the principle of equity in employment.

L

■ **LAW** — University of Toronto. The University of Toronto, Faculty of Law invites applications from outstanding scholars for a tenure-track position in Law at the Assistant, Associate or Full Professor rank. The position will commence July 1, 2010. The closing date for applications is July 1, 2009. The successful candidate should be completed or be close to completing graduate studies in law or a related field, preferably at the doctoral level, and have demonstrated excellence in research and teaching. We encourage diverse and interdisciplinary approaches to law. Salary will be commensurate with experience and qualifications. The University of Toronto, Faculty of Law is one of the world's great law schools. The University is dedicated to the goal of building a culturally diverse and pluralistic faculty committed to research and teaching. The Faculty of Law offers exceptional research and teaching opportunities, collaborative and interdisciplinary research and teaching, the excitement of working with a diverse student population, and twelve excellent research scholarships. As the economic and intellectual hub of Canada, Toronto provides access to policy and decision makers at all levels, and is a vibrant, cosmopolitan and safe city. Applications will be accepted until a suitable candidate is found. Please send your curriculum vitae, a copy of at least two recent graduate transcripts, two sample publications, and a teaching dossier, where relevant. We also require at least three signed letters of reference, to be sent directly by referees, by email to recruitment@utoronto.ca or by mail. All options and references should be addressed to: Nikki Gersbain, Executive Director, Office of the Dean, University of Toronto, Faculty of Law, 44 Queen's Park, Toronto, Ontario, M5S 2C5; e-mail: laurentienne@utoronto.ca. Incomplete applications may not be accepted. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities,

members of sexual minority groups, and others who may contribute to furthering the goals of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

M

■ **MARKETING** — University of Western Ontario. The University of Western Ontario in London Ontario is Canada's largest business school and is recognized worldwide for the quality of its management education and research. The School's multi-disciplinary includes a highly regarded MBA program and undergraduate programs; a well established doctoral program active in most major areas of management; as well as, a growing portfolio of programs for executives. The School is an expanding institution. The School is internationally oriented in terms of curricula, research, faculty, and student exchanges. The School seeks candidates for Senior Associate/Professor and Assistant Professor in the area of Marketing. These positions are available to begin in July 2010. Applicants for a tenured Senior Associate/Professor appointment must have a PhD in Marketing or a related field (e.g., Psychology). A successful candidate will be able to demonstrate an outstanding record of research productivity and impact. A proven successful teaching record is required, with excellence in MBA and executive education preferred. A demonstrated interest and ability to take a strong leadership role in the Marketing Program is highly desirable. Applicants for a tenured Senior Associate/Professor appointment are expected to hold a doctoral degree. A successful candidate will show excellence in research and teaching. Qualifications will include a demonstrated interest in and capacity to do publishable research in Marketing and teaching. The successful candidate will be expected to take a strong leadership role in the Marketing Program. The successful candidate will be expected to take a strong leadership role in the Marketing Program. The successful candidate will be expected to take a strong leadership role in the Marketing Program.

■ **MECHANICAL & MECHANOTRONS ENGINEERING** — University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green engineering. Applicants are sought with research expertise and background in one of the following areas: advanced energy conversion devices, advanced energy conversion devices, energy conservation and management, will be considered. Applicants must have excellent communication skills, and have a PhD in Mechanical Engineering, or a related field, with relevant experience, potential or proven ability for excellence in teaching and research. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three referees to: Neil Paulson, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mechatronics1@uwaterloo.ca. Applications will be accepted until suitable candidates are found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada

or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

■ **MEDICAL EDUCATION (ASSISTANT DEAN, RESEARCH)** — Dalhousie University. Dalhousie University's Faculty of Medicine invites applications for the newly established position of Assistant Dean, Research, Dalhousie Medical Education Program, in New Brunswick (DMEP NB). This five-year, renewable term position will fulfill a significant leadership role in the promotion, facilitation, and coordination of research activities for the Dalhousie Medical Education Program in New Brunswick (DMEP NB). This vital leadership role is part of an exciting direction and expanded approach in distributed medical education delivery scheduled to begin in September, 2010. This position will be a 0.5 FTE. The Assistant Dean, Research (DMEP NB) will provide leadership for research activities for the DMEP NB. In particular, the enhancement of existing research strengths in New Brunswick and the promotion of new research initiatives. The Assistant Dean is expected to establish and maintain their personal research program. The successful candidate will ensure creation and delivery of educational programs to enhance skills, knowledge, attitudes and experience in research for trainees and faculty. This position is a critical component of the DMEP NB, and sensitivity to the diverse needs of the research community within New Brunswick is an essential requirement. The individual will closely collaborate with Dalhousie University Faculty of Medicine's undergraduate and postgraduate departments, senior associate dean for regional and rural medical education, other university leaders, department heads, the University of New Brunswick (Saint John) and with other academic and health care leaders across New Brunswick and officials representing the Government of New Brunswick. The Assistant Dean, Research (DMEP NB) will be based in Saint John, New Brunswick and will be required to travel regularly, especially to the other medical education sites in Moncton, Fredericton and Miramichi. The successful candidate will have a PhD or a related degree combined with senior leadership experience, excellent communication skills and demonstrated partnership development skills. A strong record in research is a plus. The incumbent will have a track record of success in program implementation and leadership of diverse teams. Send your curriculum vitae to the Faculty of Medicine at Dalhousie University has medical education sites in Nova Scotia, New Brunswick and Prince Edward Island. The establishment of the Dalhousie Medical Education Program in New Brunswick marks a new expansion of commitment to medical education delivery and research capacity building in the Maritimes. The collaborative environment across the Faculty of Medicine provides students with

direct access to world class academic clinicians and researchers. The establishment of the DMEP NB is a key strategic priority as the Faculty of Medicine strives to improve the health of Maritime, national and international communities through an integrated medical education and research approach across academic and clinical settings. All qualified persons are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an employer of equal opportunity. The University encourages applications from qualified Aboriginal people and persons with disabilities, persons and women. To apply to this exceptional opportunity, applications must include a curriculum vitae and a summary statement of clinical, teaching and research interests. Applicants must also attach to have three (3) letters of reference two of which must be academic sent under separate cover. Applications and letters of reference are due no later than June 15, 2009 and should be sent to the attention of: Dr. Gerry Johnson, Search Committee for the Assistant Dean, Research, Dalhousie Medical Education Program in New Brunswick, Faculty of Medicine, Dalhousie University, Room 2-205, 5840 University Avenue, Halifax, Nova Scotia, B3H 4H7; www.medicine.ns.ca.

■ **MOTOR SYSTEMS PHYSIOLOGY** — Simon Fraser University. The Department of Biomedical Physiology and Kinesiology at Simon Fraser University invites applications for a tenure-track position as an entry-level assistant professor in the field of Motor Systems Physiology. Research expertise may include areas such as neuromechanics, neuro control, movement neuroscience, neuro rehabilitation, motor learning, movement disorders, computational neuroscience, and biomechanics. Research may be conducted at the systems, cellular or molecular levels, and applications are welcome from candidates with a research focus involving human

or other animal models. The successful candidate will have a strong commitment to excellence in research and teaching, and will be expected to teach undergraduate and graduate courses and to establish a well-funded research program. The under-graduate and graduate programs in the Department include core and elective courses in human physiology. The successful candidate will make a commitment to the teaching of these courses. It is envisioned that the successful candidate will have a sufficiently broad knowledge of motor systems and be able to teach courses in the context of current issues in the physiological mechanisms underlying movement. Our undergraduate teaching program includes concentrations in Biomedical Physiology as well as Kinesiology, and a new graduate teaching program. Neuromechanics, Cardiac Physiology, Chronic Disease, and Environmental Physiology, with training at the MSc and PhD levels. The Department of Biomedical Physiology and

Assistants to the Vice-Presidents, Academic Laurentien University Ramsey Lake Road Sudbury, Ontario P3E 2C6 Email: lmainville@laurentien.ca Applications will be accepted until the position is filled.

due no later than June 15, 2009 and should be sent to the attention of: Dr. Gerry Johnson, Search Committee for the Assistant Dean, Research, Dalhousie Medical Education Program in New Brunswick, Faculty of Medicine, Dalhousie University, Room 2-205, 5840 University Avenue, Halifax, Nova Scotia, B3H 4H7; www.medicine.ns.ca.

Assistant Professor in Statistics Department of Mathematics & Statistics

» Competition Number: VPA-MAST-2007-004

The Department of Mathematics and Statistics at Memorial University is undergoing a process of faculty renewal and will be making a number of appointments in Mathematics and Statistics, subject to budgetary approval. The department invites applications for a tenure track Assistant Professor position in Statistics.

Candidates must have an earned doctorate and an excellent record of publications in Statistics. Candidates should have some teaching experience and the skills required to become an excellent teacher.

Duties for the position include: graduate teaching and supervision, undergraduate teaching and the development of a vigorous research program. Applications in all areas of Statistics will be considered. The closing date for applications to the university is September 14, 2009.

Candidates should submit a Curriculum Vitae, a description of research interests, and the names and addresses (include e-mail) of at least three referees. Applications should be sent to:

Head of Department, VPA-MAST-2007-004
Department of Mathematics & Statistics, Memorial University
St. John's, NL, A1C 5S7, Canada
E-mail: mathstat@mun.ca; Internet: www.mun.ca/math

You MUST use the code VPA-MAST-2007-004 on all correspondence.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, Aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Partners of candidates for positions are invited to include their resume for possible matching with other job opportunities.



Laurentian University
Université Laurentienne

Dean Faculty of Professional Schools

Laurentian University is committed to serving the needs of Northern Ontario and its English-language, French-language and First Nations communities, and to extending its student recruitment into other areas of Canada. Please consult www.laurentian.ca for more information.

The Faculty of Professional Schools includes Arts of expression, Education, Sciences de l'éducation, Native Human Services, Human Kinetics, Midwifery, Nursing, Social Work as well as Rural and Northern Health.

The Dean of Professional Schools will be a dynamic and innovative leader who will be pro-active in helping Faculty to thrive and to achieve their potential, and to develop a vision reflective of the University's mandate.

The ideal candidate will hold a doctorate and be a respected academic in a relevant field, and will have academic administrative experience. S/he will be able to function in both English and French. S/he will be appreciative of the wide range of disciplines within the portfolio and will be appointed as a Professor in one of the School's academic units.

Laurentian University is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, Aboriginal persons and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, call Linda Mainville, Assistant to the Vice-Presidents, Academic or forward your CV, a letter of introduction and the names of three referees in confidence to:

Assistant to the Vice-Presidents, Academic
Laurentian University
Ramsey Lake Road
Sudbury, Ontario P3E 2C6
Email: lmainville@laurentien.ca

Applications will be accepted until the position is filled.

Doyen ou Doyenne Faculté des écoles professionnelles

L'Université Laurentienne se fait un devoir de répondre aux besoins du nord de l'Ontario et de ses collectivités anglophones, francophones et autochtones mais aussi d'étendre son recrutement dans d'autres régions du Canada. Veuillez consulter www.laurentienne.ca pour obtenir de plus amples renseignements.

La Faculté des écoles professionnelles comprend les arts d'expression, sciences de l'éducation, services sociaux pour les Autochtones, sciences de l'activité physique, sages-femmes et sciences infirmières, le service social et la santé dans les milieux ruraux et du nord.

Le doyen ou la doyenne de la Faculté des écoles professionnelles assurera un leadership dynamique, innovateur et proactif de façon à aider la Faculté à prospérer et à réaliser tout son potentiel et à développer une vision qui reflète bien le mandat de l'Université.

La candidate ou le candidat idéal sera titulaire d'un doctorat et une ou un universitaire respecté dans un domaine pertinent, possèdera une expérience de l'administration de l'enseignement et de la recherche et pourra communiquer en français et en anglais. Cette personne appréciera la vaste gamme de disciplines qui entrent dans la composition de son portefeuille et aura le titre de professeur dans l'une des unités de la Faculté.

L'Université Laurentienne soutient au principe de l'équité en matière d'emploi, favorise la diversité au travail et fait appel à toutes les personnes d'origines diverses, y compris les femmes et les membres des minorités visibles, les Autochtones et les personnes ayant des handicaps. Toutes les personnes qualifiées sont invitées à poser leur candidature mais les Canadiens et résidents permanents auront priorité.

Si vous désirez obtenir d'autres renseignements au sujet de cette occasion unique d'exploiter vos qualités de leader, veuillez communiquer avec M. Linda Mainville, adjointe aux vice-recteurs à l'enseignement et à la recherche ou envoyer sous pli confidentiel un curriculum vitae, une lettre d'accompagnement et le nom de trois répondants à l'adjointe aux vice-recteurs à l'enseignement et à la recherche, Université Laurentienne, Chemin du lac Ramsey, Sudbury, Ontario P3E 2C6. lmainville@laurentienne.ca

Nous acceptons les demandes jusqu'à ce que le poste soit comblé.

CAREERS CARRIÈRES

Kinesiology takes a scientific approach to the study of human structure and function and their relation to health and movement. There are excellent research facilities available within the Department and the University. Current research in the Department is broad ranging including neural, biomechanical, behavioural, and biosocial aspects of motor systems. Areas of focus include motor learning, skilled motor behaviour, control of posture, gait and limb movement, with applications to assessment of normal and disordered motor function, rehabilitation, and neuroprosthetic design. The Department has over 25 research faculty and is committed to excellence in research and teaching in the biomedical sciences. Our faculty collaborate with Engineering Science through the Biomedical Engineering Program, and with Psychology through the joint major in Behavioural Neuroscience. Simon Fraser University is consistently ranked as one of the top comprehensive universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work. The Search Committee will begin considering applications on July 1st, 2009, and will continue until the position is filled. The anticipated start date is January 1st, 2010. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for three references to: Dr. Peter Rubin, Chair, Department of Biomedical Physiology and Kinesiology, Simon Fraser University, Burnaby, BC, V6A 1S6, Canada. Simon Fraser University welcomes diversity in the workplace, and encourages applications from all qualified women and men, including visible minorities, Aboriginal peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to funding. Please

note that under the University Act personal information that is required by the University for academic appointment competitions will be collected. For further details see: http://www.sfu.ca/vpacide/mc/Faculty_Openings/Collection_Notice.html.

N **NANOTECHNOLOGY ENGINEERING** – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are part of the University's expansion in Nanotechnology Engineering (NE), which includes a new undergraduate degree program in NE (<http://www.nanotech.uwaterloo.ca>). The initiative is a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applications are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano systems (e.g., nanoscale spectroscopy, nanofabrication, nanosensors, nanofluidics) and nanobiosystems (e.g., nanomedicine, biomaterials). Other areas, such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally-funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab spaces

for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1, Canada. E-mail: nafacultyhiring@nanotech.uwaterloo.ca (Electronic submissions welcomed). With a student population of 22,000 and six faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. Waterloo is in the heart of Canada's technology change and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian Citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

P **PHARMACY (GERONTOLOGY/GERIATRICS)** – University of Waterloo. The new School of Pharmacy, University of Waterloo (UW), has an immediate opening for a Geriatric Research Clinician. This position has been created through a collaborative initiative between

UW, its Research Institute for Aging, RRI Schlegel Holdings, Inc. and Oakwood Retirement Communities Inc. (a dynamic and innovative organization that features eight senior care facilities (Long Term Care, Retirement Home, Apartments) located in Kitchener, Guelph and the Greater Toronto Area (GTA). About 70% of the successful applicant's time will be devoted to clinical research that seeks to improve care and overall quality of life for seniors. In particular, the individual is expected to focus on optimizing medication effectiveness and patient safety. Included in the mandate is the need to: identify and evaluate patient, clinician, and system factors that contribute to the safe and effective use of medications among the elderly; evaluate the effects of medications on patient clinical, psychosocial, and economic outcomes in the geriatric setting; and use data repositories and novel population-based methods to optimize the use of medications, and for the identification or confirmation of adverse effects; characterize general patterns of medication use to determine their effect on clinical, humanistic, and economic outcomes. We invite applications for this tenure-track or tenured faculty position at the Assistant, Associate or Full Professor level. We are seeking applicants who are committed to academic scholarship, present clear evidence of accomplishments in research that includes successful extramural funding, and offer strong potential for an ongoing research program. Given that the person will be located in a setting of seniors, healthcare workers and other personnel, the individual will be expected to exhibit exceptional communication skills, to respect and embrace cultural diversity and to show inherent empathy towards the needs of the elderly. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include teaching at the undergraduate and/or graduate levels, supervision of students seeking advanced degrees or training in

advanced clinical practice, teaching of allied healthcare workers, and presentations to the elderly. Rank and salary will be commensurate with qualifications and experience. Applicants must hold a PharmD, MD, or PhD degree. Candidates must furnish evidence of post-doctoral experience or exemplary practice-based clinical experience. Tangible familiarity with inter-, trans- and/or multi-disciplinary scholarship will be valued. The School of Pharmacy, the first to be established in Canada in over 20 years, will offer a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Launched in January 2008, the School will ultimately be home to 480 undergraduate students; approximately 10 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus. In downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Candidates will benefit from the close proximity of three excellent hospitals, as well as the new Kitchener-Waterloo Centre for Family Medicine, which will be involved in training Family Medicine Residents. Opportunities for collaboration exist with investigators in the Faculties of Science and Applied Health Sciences, including the UW Research Institute for Aging and the Waterloo Institute for Health Information Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed schol-

arly activity, 4) a one-page statement regarding teaching philosophy, and 5) a concise statement regarding experiences in inter-, trans-, and multi-disciplinary research or practice innovation. Please direct complete applications via email to pharmacy@uwaterloo.ca. Applications will be accepted until suitable candidates are found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

PHARMACY (PHARMACEUTICS) – University of Waterloo. The University of Waterloo is seeking a new School of Pharmacy, focused on basic and applied discoveries that advance the cause of human health. We invite applications for tenure-track or tenured faculty positions at the Assistant, Associate and Full Professor levels in the Pharmaceutical Sciences. We are seeking candidates who offer exceptional communication skills, creative/innovative scholarship and research strengths in fields including pharmaceutical engineering, pharmaceuticals, pharmaceutical nanotechnology, pharmacology, pharmaceutical immunology, and pharmaceuticals (pharmaceuticals). The School of Pharmacy, the first to be established in Canada in over 20 years, offers a rare opportunity to share in the development of a new institution. As part of the world-renowned, entrepreneurial University of Waterloo (UW), the School will embrace integration at all levels – theory with practice, pharmacy with medicine, and academia with real-world experience. The institution's culture will promote discovery and innovation, encouraging bold steps and breakthrough developments. Having opened its door, the School will ultimately be home to 480 undergraduate students; approximately 10 graduate students and 30 faculty members, forming the anchor of a brand new Health Sciences Campus in downtown Kitchener. This exciting development builds on an unprecedented investment by local residents, creating a welcoming community for both scholars and students. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Opportunities for collaboration exist with scientists in the Faculties of Mathematics, Engineering and Science, including UW's new Nanotechnology and Quantum computing programs, and the Waterloo Institute for Health Information Research. Applications should include: 1) curriculum vitae, 2) the names of at least three individuals willing to furnish letters of reference, 3) an outline (1–2 pages) of the proposed schol-

Assistant Dean (Student Affairs)

Orillia Campus

The successful candidate will provide leadership that fosters a culture of student well-being and success at the Orillia Campus. Reporting primarily to the Orillia Campus Dean, the position receives functional direction and advice from the Vice-Provost (Student Affairs). The Assistant Dean (Student Affairs) will be responsible for ensuring that student services, policies, and programs are delivered at Orillia consistent with the services delivered at the Thunder Bay Campus and that student service programming assures a seamless integration between academic and student life. Functions that may report to this position include advising, recruitment, continuing education and distributed learning, financial aid and awards, career and cooperative education, student health and counselling, and learning assistance. Other administrative reports may be added as appropriate.

Faculty Positions – 2009/2010

Orillia Campus

Lakehead University's Orillia Campus invites applications for a variety of faculty positions for the Fall and Winter semesters 2009/10. The appointments will commence on August 1, 2009 at a rank commensurate with experience and qualifications. Preferred candidates will have an earned PhD (or equivalent), a demonstrated potential for research, and a commitment to teaching.

Tenure Track Positions:

Social Work

- clinical practice and social policy or community development

Business

- marketing or finance

Environmental Science/Studies

Contract Lecturer Appointments in Interdisciplinary Studies:

We are also interested in hearing from qualified candidates who might be interested in teaching one or more single courses in the following areas:

- Anthropology • Business • Chemistry • Geography • Mathematics
- Psychology • Sociology

For more information on these and all other positions as well as a complete listing of teaching opportunities and detailed course descriptions, please visit our website at

<http://hr.lakeheadu.ca/employment.php>.

A completed Confirmation of Immigration/Citizenship Status should accompany your package. This form is available on our website at <http://hr.lakeheadu.ca/pdf/immig.pdf>. Applicants should submit a curriculum vitae, a statement of their teaching and research interests, re-prints and pre-prints of publications, and contact information for three referees, to:

Dr. Kim Feddersen, Orillia Campus Dean, Lakehead University - Orillia Campus
1 Colborne Street West, Orillia, ON L3V 7X5
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Globalization Is Reshaping Higher Education

The University, State, and Market: The Political Economy of Globalization in the Americas

Robert A. Rhoads & Carlos Alberto Torres, eds. Palo Alto, CA: Stanford University Press, 2006; 400 pp; ISBN: 978-0-80475-168-1, cloth \$65 US; ISBN: 978-0-80475-169-8, paper \$25.95 US.

By JENNIFER S. SIMPSON

STAKEHOLDERS in higher education are increasingly attentive to the complexities of universities, states and markets, particularly in the context of the growing influence of globalization. Likewise, many university faculty and administrators routinely grapple with the ways in which globalization is restructuring basic aspects of higher education, including research, teaching and the relationship of universities to the public good.

Recent articles in the *Bulletin* have reported on allocations of scholarships related to types of research, such as the awards the Social Sciences and Humanities Research Council provides to graduate students researching business-related areas, Nancy Olivieri's work drawing attention to potential risks of a drug produced by the pharmaceutical company Apotex and the University of Toronto's response, and cuts in federal and provincial higher education spending — all are issues that bear on the ways universities do or do not contribute to corporate, governmental and public priorities.

In *The University, State and Market*, the authors combine critical theory and political economic analysis to examine the effects of neoliberal globalization on the central tasks of higher education.

As the foreword to the book states, the neoliberal model of globalization clearly favors privatized and at times anti-democratic pursuits: "knowledge is reduced to its economic functions and contributes to the realization of individual economic utilities." The authors focus on North and South American countries, and address the ways in which globalization has reoriented the basic purpose of universities from a commitment to public relevance, to knowledge as a commodity and the university as responsive primarily to consumers. They also discuss the consequences of this shift for university autonomy, the uses of knowledge itself, university and faculty attention to pressing social issues, and the public good.

The editors have divided the book into three sections: theoretical and conceptual foundations, country- and region-specific findings, and concluding analyses. Topics covered include the challenges globalization poses for universities in the Americas, with particular attention to Argentina, Mexico, Brazil and the Caribbean; graduate student unionization; faculty compensation practices in Mexico; universities and social responsibility; globalization, war and higher education; academic capitalism; and an agenda for action.

Critical social theory and a thorough examination of globalization related to higher education are central to the authors' arguments. As the editors state in the first chapter, a key concern for critical social science and for critical theorists "is the degree to which democratic values are brought to bear on the complex global processes that affect universities throughout the Americas." Scholars working in this framework are explicitly concerned with the ways in which educational institutions pursue democratic values and "in-still such values in students." This concern provides a sense of cohesiveness throughout the book and asserts a clear ethical direction for the work of universities.

As the editors point out, critical theorists generally believe that all research acts on specific political assumptions and commitments; that research "ought to serve an emancipatory goal," that "democracy is dependent on the quality of social relations forged among individuals and groups" and that Paulo Freire's notion of "critical consciousness" might enable groups of people to "understand the world in order to change it." In all 12 chapters, contributors implicitly and explicitly affirm these theoretical starting points.

This level of clarity, depth and consistency about what higher education ought to pursue sets this book apart from much of the recent literature addressing higher education, which in many cases lacks substantive attention to the ethical rather than instrumental ends of higher education.

In the introduction, the editors offer five views of globalization. These include neoliberalism, which encompasses a

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focus on privatization, open borders that encourage exchange of capital and "governing systems other than nation states." A second form (for the editors a "misnomer") is "anti-globalization," which favors "increased international integration" as determined by individual and social movements, rather than by corporate power-holders — sometimes known as "globalization from below."

Another form of globalization focuses on the exchange of people and ideas and how this movement changes cultures. A fourth area of globalization focuses on human rights. Finally, the editors identify a fifth form emerging from 9/11 and the militaristic nature of the response of the United States. This form emphasizes border control and security.

Throughout the book, authors take up these five frames in various ways. Most consistent, however, is the link between globalization, neo-liberalism and privatization in ways that compromise or nearly eliminate attention to the public good as well as situate universities as "aligned with market-driven interests." (p. 167) Education becomes another form of capital, and universities are expected to organize themselves and carry out their work according to "mercantile" logic.

Neoliberal globalization and the resulting emphasis on individual gain, privatization and commodifying as many goods as possible link to three themes prevalent throughout the book — the shift of higher education from public serving to capital serving, the effects of the increasingly prevalent "mercantile logic" and the necessity of and possibilities for resistance to this shift and these effects.

At a very fundamental level, contributors point out, universities are more frequently and in a variety of ways opting for market relevance over public relevance. As noted earlier, critical social theorists believe in the responsibilities of higher education to serve democratic ends, which include, at a minimum, "independent forms of criticism." Understanding research and education as privatized commodities which should primarily serve economic gain encourages an "individualism [that] is pseudodemocratic because it does not recognize the bonds of community and civic solidarity that have made modern democracy ... possible." (p. xxx)

In this sense, universities have in large part given up one value orientation (public-serving) for another (economic or market serving). This reorientation also significantly alters the focus and content of research and teaching.

Intricately related to this shift in basic values is the relationship of higher education to the economy. As the authors of one chapter state, "privatization shifts public subsidy to-

ward particular private interests." (p. 104) Universities become less and less a necessary part of the public sphere, and instead become "profitable ground for educational capitalism." (p. 64) The university produces goods for the market and "is itself produced as a market" (p. 65) — a radically different set of purposes, priorities and loyalties than those that situate the university as a public good.

The effects of this shift on universities, research, education and knowledge constitute a second theme in the book. In a market-based framework, all aspects of higher education become "commodities, consumption items." (p. 105) Likewise, they are judged and valued for the extent to which they can increase economic profit or contribute to privatized gain. According to the book's contributors, this logic effects three broad areas.

First, government institutions and policies are increasingly market-oriented. In the U.S. for example, decisions about student financial aid, the regulation of for-profit post-secondary schools and university ownership of patents from federally-funded research have been governed by a concern for individual profit rather than the common good.

A second area in which marketplace logic is felt is in the "interconnections among state entities, higher education institutions, and private sector markets." (p. 113) As several authors point out, researchers are increasingly targeting their discoveries toward commercial products. Cooperative ventures between university and private industry draw on publicly-funded research and turn it to private advantage and university administrators increasingly serve on corporate boards.

A final area of the influence of market logic can be found in the practice of faculty, academic managers and managerial professionals seeking possibilities for commercial gain related to academic and nonacademic products. Faculty and students are often rewarded for choices that reflect a close fit with economic gain. Hiring practices and undergraduate and graduate degree programs are developed with clear attention to their likelihood of generating revenue with little attention to pedagogical or knowledge-related outcomes. In such a framework the authors of the final chapter ask, "What becomes of public concerns and issues that do not generate streams of revenue for universities?" (p. 337)

In sum, the unabashed links between universities and market-driven ends serve to normalize teaching and research that repeatedly and routinely value individual and economic gain, and actively contribute to shrinking possibilities for considering the public good.

A theme several chapters address is that of resistance to market-oriented logic in universities in the Americas. The primary conceptual framework presented in this book for that resistance rests on two overlapping objectives: a critique of the forms of globalization that most harm universities and an insistence on the necessity of the university as a public good in the context of a democratic society.

Attention in *The University, State and Market* to the issue of resisting neoliberal globalization is primarily devoted to broad directions and possibilities, rather than to extensive discussion of the details of how such resistance might be achieved. The book's most important contributions are its substantive insistence on a democratic framework for analyzing higher education, its theoretical cohesion rooted in critical social theory and political economic analysis and its attention to the ways in which these issues play out in a transnational context with a particular focus on the Americas.

While all of these attributes are lacking in much of the academic literature on the broader role of higher education, it is the first two strengths whose absence is particularly consequential. Indeed, in the space of relatively recent literature on higher education in the U.S. and Canada, most of this work takes a liberal rather than critical perspective.

Further, very few books situate higher education as first and foremost a public good essential to healthy democracies and pair this theoretical framework with a political economic analysis that so thoroughly critiques neoliberal globalization and expands on the ways in which it harms the work of universities. *The University, State and Market* will be useful to anyone interested in higher education and its relationship to both democracy and neoliberal globalization. ■

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